

**RDT&E DESCRIPTIVE SUMMARIES FOR PROGRAM ELEMENTS
OF THE
DEPARTMENT OF DEFENSE HUMAN RESOURCES ACTIVITY**

FISCAL YEAR 2008/2009 President's Budget

February 2007

Volume I

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Summary by Program Element (R-1)

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Exhibit R-1, RDT&E SUMMARY BY PROGRAM ELEMENT

Defense Human Resources Activity (DHRA)

APPROPRIATION: Operations & Maintenance

Date: 19 Jan 2007

<u>Line No.</u>	<u>Program Element Number</u>	<u>Item</u>	<u>Budget Activity</u>	<u>Prior Year Cost (FY2006)</u>	<u>Current Year Cost (FY2007)</u>	<u>Year 1 Cost (FY2008)</u>	<u>Year 2 Cost (FY2009)</u>
57	0603769SE	Distributed Learning Advanced Technology Development	03	16,574	17,750	13,282	13,704
114	0605018SE	Defense Integrated Military Human Resources System (DIMHRS)	05	77,020	-	-	-
117	0605021SE	Homeland Personnel Security Initiative	05	-	-	1,800	400
155	0605803SE	R&D in Support of DoD Enlistment, Testing and Evaluation	06	8,727	9,313	9,326	9,627
	Total Direct			102,321	27,063	24,408	23,731

Exhibit R-2, RDT&E Budget Item Justification							Date: February 2007																															
Appropriation/Budget Activity						R-1 Item Nomenclature: Distributed Learning Advanced Technology Development, 0603769SE																																
RDT&E, Defense-wide BA 3																																						
Cost (\$ in millions)	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013																														
Total PE Cost	16.574	17.750	13.282	13.704	14.134	14.458	14.098	13.999																														
Project 1: Advanced Distributed Learning	16.574	17.750	13.282	13.704	14.134	14.458	14.098	13.999																														
<p>A. Mission Description and Budget Item Justification: The Department of Defense Human Resources Activity (DHRA) is a DoD-wide Field Activity chartered to support the Under Secretary of Defense for Personnel and Readiness (USD (P&R)).</p> <p>Advanced Distributed Learning (ADL): This program develops the underlying technologies to make learning and performance support available to service members, anytime, anywhere. The ADL concept supports the ability to migrate online learning content to multiple hardware and software applications using the Sharable Content Object Reference Model (SCORM) standard. It has become the de facto standard across the public and private sectors, and is the declared standard within the Department of Defense. The program continues to develop US and international partnerships with public education, vocational training, and life-long learning programs. Policy oversight is managed by the Office of the Deputy Under Secretary of Defense/Readiness (Readiness and Training Policy and Programs). Recent work has established a single registry where all online learning content developed by the Department can be discovered for reuse; it is maintained by the Defense Technical Information Center. In FY 2007, models to link online content to technical publications will be accomplished. In FY 2008, specifications and models to link to link online training and education to relevant multiplayer online games will be accomplished.</p> <p>B. Program Change Summary:</p> <table border="1"> <thead> <tr> <th></th> <th>FY 2006</th> <th>FY 2007</th> <th>FY 2008</th> <th>FY 2009</th> </tr> </thead> <tbody> <tr> <td>Previous President's Budget</td> <td>14.689</td> <td>14.918</td> <td>14.604</td> <td>14.959</td> </tr> <tr> <td>Current BER/President's Budget</td> <td>16.574</td> <td>17.75</td> <td>13.282</td> <td>13.704</td> </tr> <tr> <td>Total Adjustments</td> <td>+1.885</td> <td>+2.832</td> <td>-1.322</td> <td>-1.255</td> </tr> <tr> <td> Congressional Adjustments</td> <td>+2.125</td> <td>+2.900</td> <td>0</td> <td>0</td> </tr> <tr> <td> Program Adjustments</td> <td>-0.240</td> <td>-0.068</td> <td>-1.322</td> <td>-1.255</td> </tr> </tbody> </table> <p>Change Summary Explanation: FY 2006 reflects Congressional adjustments of \$2.125 million, offset by reductions totaling \$0.240; the Defense-Wide 1% pro-rata rescission (-\$0.167 million) and Section 8125 Economic Assumptions (-0.075 million). Program adjustments increase ADL program funding in FY 2007.</p> <p>C. Other Program Funding Summary: Not Applicable</p> <p>D. Acquisition Strategy: Not Required</p> <p>E. Performance Metrics: By FY 2007, 400 online courses will conform to a SCORM format. By FY 2008, 750 online courses will be SCORM-conformant. Each course comprises a sequence of learning objects (also known as content packages). By FY 2007, a minimum of 50,000 online learning objects will be registered in the ADL Registry through the CORDRA content repository system; by FY 2008, 90,000; and by FY 2009, 150,000 learning objects will be registered. By the end of FY2008, an external stewardship organization will take over the maintenance of the SCORM model.</p>										FY 2006	FY 2007	FY 2008	FY 2009	Previous President's Budget	14.689	14.918	14.604	14.959	Current BER/President's Budget	16.574	17.75	13.282	13.704	Total Adjustments	+1.885	+2.832	-1.322	-1.255	Congressional Adjustments	+2.125	+2.900	0	0	Program Adjustments	-0.240	-0.068	-1.322	-1.255
	FY 2006	FY 2007	FY 2008	FY 2009																																		
Previous President's Budget	14.689	14.918	14.604	14.959																																		
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Congressional Adjustments	+2.125	+2.900	0	0																																		
Program Adjustments	-0.240	-0.068	-1.322	-1.255																																		

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Exhibit R-2a, RDT&E Project Justification (Project)

Date: February 2007

Appropriation/Budget Activity RDT&E, Defense-wide BA 3				Project Name and Number – Advanced Distributed Learning (ADL), Project 1				
Cost (\$ in million)	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
Project 1:ADL	16.574	17.750	13.282	13.704	14.134	14.458	14.098	13.999
RDT&E Articles Quantity N/A								

A. Mission Description and Budget Item Justification: This program develops the underlying technologies to make learning and performance support available to service members, anytime, anywhere. The ADL concept supports the ability to migrate online learning content to multiple hardware and software applications using the Sharable Content Object Reference Model (SCORM) standard. It has become the *de facto* standard across the public and private sectors, and is the declared standard within the Department of Defense. The program continues to develop US and international partnerships with public education, vocational training, and life-long learning programs. Policy oversight is managed by the Office of the Deputy Under Secretary of Defense/Readiness (Readiness and Training Policy and Programs). Recent work has established a single registry where all online learning content developed by the Department can be discovered for reuse; it is maintained by the Defense Technical Information Center. In FY 2007, models to link online content to technical publications will be accomplished. In FY 2008, specifications and models to link to link online training and education to relevant multiplayer online games will be accomplished.

B. Accomplishments/Planned Program:

	FY 2006	FY 2007	FY 2008	FY 2009
Accomplishment/ Effort/Subtotal Cost	16.574	17.750	13.282	13.704
RDT&E Articles Quantity – N/A				

- Issued DoD Instruction 1322.26 which mandates the use of ADL specifications across the Department of Defense
- Established an operational ADL-Registry at the Defense Technical Information Center
- Completion of the SCORM 2004 interoperability standard 3rd edition, which is being adopted globally; 179 products have been formally certified; technical workshops are provided throughout the year
- Convened a “Plugfest” for interoperability testing at Tamkang University in Taiwan. More than 300 individuals/organizations attended
- Convened an annual "Implementation Fest" for the military services and vendors in using SCORM, attended by 400
- Published research articles in leading professional journals on the effectiveness of online learning compared to classroom training
- Conducted evaluation workshops on methods to measure ADL effectiveness.

C. Other Program Funding Summary: not applicable

D. Acquisition Strategy: not required

E. Major Performers:

FY 2006 Concurrent Technologies Corporation, Johnstown, PA, - SCORM conformance test suite; Institute for Defense Analyses, Alexandria, VA, ADL Common Framework – guide the collaborative development; Joint ADL C-Lab, Orlando, FL – prototype program and implementation in Services; University of Wisconsin, Madison, WI – Trafficking in Persons course; University of Memphis, Memphis, TN; Eduworks Corp., Eugene, OR; BBN, Cambridge, MA.

FY 2007 - 2008 Concurrent Technologies Corporation, Johnstown, PA; Institute for Defense Analyses, Alexandria, VA; Joint ADL Co-Lab, Orlando, FL; Alion Science and Technology, Newport News, VA; University of Wisconsin, Madison, WI

Exhibit R-2, RDT&E Budget Item Justification

Date: February 2007

Appropriation/Budget Activity RDT&E, Defense-wide BA 5				R-1 Item Nomenclature: Defense Integrated Military Human Resources System (DIMHRS), 0605018SE				
Cost (\$ in millions)	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
Project 1: DIMHRS	77.020	-	-	-	-	-	-	-
RDT&E Articles Quantity N/A								

A. Mission Description and Budget Item Justification: The Defense Integrated Military Human Resources System (DIMHRS) for Personnel and Pay (Pers/Pay), administered by the Defense Human Resources Activity (DHRA), is funded in Budget Activity 5. DIMHRS (Pers/Pay) will be a single, integrated, all-Service, all-Component military personnel and pay management and information system, supporting the complete military personnel life cycle through the full spectrum of military operations. Military personnel and pay functions support Active Duty, Reserve, and Guard Component personnel and their families throughout their entire military careers. Additionally, these functions support non-DoD personnel in a theater of operations. Individual Service business policies, practices and processes will be re-engineered into "best practice" solutions and supported by the system. These functions enable the personnel community to support the Global War on Terrorism, meet the mission requirements across the full spectrum of force mobilization and employment from peacetime to war, and eliminate business policies and practices that create inequities among the Services and complicate processing. These functions will be continuously validated to ensure the Program remains aligned with DoD and Joint warfighting strategies, objectives, and goals.

In FY 2005, funding for the program transferred from the Navy to DHRA. Funds will be executed in PE 0605018SE in FY 2005 and out. Before FY 2005, funds were executed in PE 0605014SE (DHRA) and PE 0605014S (Navy).

B. Program Change Summary:	<u>FY 2006</u>	<u>FY 2007</u>	<u>FY 2008</u>
Previous President's Budget	20.322	0	0
Current BER/President's Budget	77.020	0	0
Total Adjustments	+56.698	0	0
Reprogramming	+39.739	0	0
Congressional Adjustments	+17.500	0	0
Program Adjustments	-.541	0	0

Change Summary Explanation: FY 2006 reflects a Congressional plus up (+17.500 million), Hurricane Katrina support (+27.809), reprogramming from BTA and a Defense-Wide pro-rata reduction to transfer (-\$.541 million) from DHRA. The DIMHRS program transfers from DHRA to BTA in FY 2007.

C. Other Program Funding Summary: not applicable

D. Acquisition Strategy: not required

E. Major Performers: Northrop Grumman Information Technology, Science & Engineering Associates, Systems Engineering & Security, Booz-Allen Hamilton, PeopleSoft, Novonics.

Exhibit R-2a, RDT&E Project Justification					Date: February 2007																		
Appropriation/Budget Activity RDT&E, Defense-wide BA 5			Project Name and Number – Defense Integrated Military Human Resources System (DIMHRS), Project 1																				
Cost (\$ in millions)	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013															
Project 1: DIMHRS	77.020																						
RDT&E Articles Quantity N/A																							
<p>A. Mission Description and Budget Item Justification: The Defense Integrated Military Human Resources System (DIMHRS) for Personnel and Pay (Pers/Pa) will be a single integrated, all Service, all Component military personnel and pay management and information system, supporting the complete military personnel life cycle through the full spectrum of military operations. Military personnel and pay functions support Active Duty, Reserve, and Guard Component personnel and their families throughout their entire military careers. Additionally, these functions support non-DoD personnel in a theater of operations. Individual Service business policies, practices and processes will be re-engineered into "best practice" solutions and supported by the system. These functions enable the personnel community to support the Global War on Terrorism, meet the mission requirements across the full spectrum of force mobilization and employment from peacetime to war, and eliminate business policies and practices that create inequities among the Services and complicate processing. These functions will be continuously validated to ensure the program remains aligned with DoD and Joint warfighting strategies, objectives and goals. In FY 2005, funding for the program transferred from the Navy to DHRA. Funds will be executed in PE 0605018SE in FY 2005/FY 2006. Before FY 2005, funds were executed in PE 0605014SE (DHRA) and PE 0605014S (Navy).</p> <p>B. Accomplishments/Planned Program</p> <table border="1"> <thead> <tr> <th></th> <th>FY 2006</th> <th>FY 2007</th> <th>FY 2008</th> <th>FY 2009</th> </tr> </thead> <tbody> <tr> <td>Accomplishment/ Effort/Subtotal Cost</td> <td>77.020</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>RDT&E Articles Quantity – N/A</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p>FY 2006</p> <ul style="list-style-type: none"> • Perform combined developmental testing and operational testing • Begin deployment of DIMHRS (Pers/Pay) to the Air Force, Navy, and Marine Corps • Continue development of interfaces for Air Force, Navy, and Marine Corps • Perform System Integration Testing and System Acceptance Testing for Air Force, Navy, and Marine Corps • Perform Full Operational Test and Evaluation of DIMHRS (Pers/Pay) <p>FY 2007</p> <ul style="list-style-type: none"> • Complete deployment of DIMHRS (Pers/Pay) to the Army and Air Force • Deploy DIMHRS (Pers/Pay) to the Navy and Marine Corps <p>FY 2008</p> <p>C. Other Program Funding Summary: not applicable</p> <p>D. Acquisition Strategy: not required</p> <p>E. Major Performers: Northrop Grumman Information Technology, Science & Engineering Associates, Systems Engineering & Security, Booz-Allen Hamilton, PeopleSoft, Novonics</p>										FY 2006	FY 2007	FY 2008	FY 2009	Accomplishment/ Effort/Subtotal Cost	77.020	0	0	0	RDT&E Articles Quantity – N/A				
	FY 2006	FY 2007	FY 2008	FY 2009																			
Accomplishment/ Effort/Subtotal Cost	77.020	0	0	0																			
RDT&E Articles Quantity – N/A																							

Exhibit R-3, RDT&E Project Cost Breakdown									Date: February 2007			
Appropriation/Budget Activity RDT&E, Defense-wide BA 5			Program Element PE 0605018SE						Project Name and Number Defense Integrated Military Human Resources System (DIMHRS), Project 1			
Cost Categories	Contract Method & Type	Performing Activity & Location	Total FY2006 (\$000)	FY2007 Cost (\$000)	FY2007 Award Date	FY2008 Cost (\$000)	FY2008 Award Date	FY2009 Cost (\$000)	FY2009 Award Date	Cost to Complete (\$000)	Total Cost (\$000)	Target Value of Contract
Systems Design and Development	Contract	Northrop Grumman, New Orleans, Louisiana	77.020	0	na	0	na	0	na	0	77.020	
Subtotal Product Development			77.020	0	na	0	na	0	na	0	77.020	
Remarks: In FY05, funding for the program transferred from the Navy to DHRA. Funds were transferred and will be executed in the Business Transformation Agency beginning in FY2007.												
Subtotal Support												
Remarks:												

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Exhibit R-4, Schedule Profile

Date: February 2007

Appropriation/Budget Activity:
RDT&E, Defense Wide BA 5

Program Element Number and Name:
PE 0605018SE - Information Technology Development

Project Name and Number:
Defense Integrated Military Human Resources System
(DIMHRS), Project 1

Fiscal Year	2004				2005				2006				2007				2008				2009				2010				2011			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Option for PeopleSoft License in Perpetuity					□																											
DIMHRS (Pers/Pay) Development	█																															
SIT/SAT for DIMHRS (Pers/Pay)								█																								
Combined DT/OT for DIMHRS (Pers/Pay)												█																				
Site Prep for Army												█																				
Deployment to Army (IOC)													█																			
Interfaces for Air Force									█																							
SIT/SAT for Air Force												█																				
Combined DT/OT for Air Force																█																
Site Prep for Air Force																█																
Deployment to Air Force																	█															
Interfaces for Navy/Marine Corps																																
SIT/SAT for Navy/Marine Corps																█																
Combined DT/OT for Navy/Marine Corps																																
Site Prep for Navy/Marine Corps																																
Deployment to Navy/Marine Corps (FOC)																													█			

Exhibit R-4a, Program Schedule Detail					Date: February 2007			
Appropriation/Budget Activity RDT&E, Defense Wide BA 5	Program Element Number and Name: PE 0605018SE - Information Technology Development				Project Name and Number: Defense Integrated Military Human Resources System (DIMHRS), Project 1			
Schedule Profile	FY2004	FY2005	FY2006	FY2007	FY2008	FY2009	FY2010	FY2011
Option for PeopleSoft License in Perpetuity		1Q						
DIMHRS (Pers/Pay) Development	1-4Q	1-3Q						
SIT/SAT for DIMHRS (Pers/Pay)		3-4Q						
Combined DT /OT for DIMHRS (Pers/Pay)			1-2Q					
Site Prep for Army			2Q					
Deployment to Army (IOC)		3-4Q	1-2Q					
Interfaces for Air Force		2-4Q	1Q					
SIT/SAT for Air Force			1-2Q					
Combined DT/OT for Air Force			2-3Q					
Site Prep for Air Force			4Q					
Deployment to Air Force			4Q	1-3Q				
Interfaces for Navy/Marine Corps		4Q	1-2Q					
SIT/SAT for Navy/Marine Corps			3-4Q					
Combined DT/OT for Navy/Marine Corps			4Q	1Q				
Site Prep for Navy/Marine Corps				1-2Q				
Deployment to Navy/Marine Corps (FOC)				2-3Q				

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Exhibit R-2, RDT&E Budget Item Justification

Date: February 2007

Appropriation/Budget Activity RDT&E, Defense-wide BA 5			R-1 Item Nomenclature: R&D in Support of Defense Enrollment Eligibility Reporting System, 0605021SE					
Cost (\$ in millions)	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
Total PE Cost			1.800	0.400	0.400	0.400	0.400	0.400
Project 4: Defense Enrollment Eligibility Reporting System			1.800	0.400	0.400	0.400	0.400	0.400

A. Mission Description and Budget Item Justification: The Department of Defense Human Resources Activity (DHRA) is a DoD-wide Field Activity chartered to support the Under Secretary of Defense for Personnel and Readiness (USD (P&R)). This PE includes application of R&D to expedite prototype development and mission support efforts for DoD implementation of Homeland Security Presidential Directive – 12 (HSPD-12). HSPD-12 is a Presidential mandate that directs common, interoperable, secure identity credentials across the Federal Government, with the same card appearance and proofing and vetting processes. HSPD-12 directs that all access, both physical and logical, be rapidly electronically authenticated. This requires that a chain-of-trust be established for clear, documented, and auditable standards and rules dealing with identity proofing, vetting, authentication, authorization, privacy protection, timely revocation, and use of biometrics, to confirm identity credentials, both for our employees, military members, and industry partners. Integration of these disparate components has not been accomplished and requires the development of new technology and database access at a level not heretofore fielded within the Department or across the Federal Enterprise. At successful completion, this will improve security, improve business processes, and promote sustainable interoperability among Department of Defense and Federal agencies. Inter-governmental and inter-jurisdictional coordination is essential to ensure effective prevention of, protection from, response to, and recovery from natural and manmade disasters, including acts of terrorism, whether within the US, or across our bases and stations world-wide. Credentialing of NCR-based Federal executive branch emergency response personnel in accordance with the requirements of Homeland Security Presidential Directive – 12 requires the Department to work with Regional Partners (other Federal, State, local, and tribal), to develop a process by which State and local incident commanders can identify emergency response personnel, authenticate credentials and permissions, and manage human capital. RDT&E to be applied for seamless integration of DoD specific functions into Regional response efforts.

B. Program Change Summary:

Change Summary Explanation: FY 2008 and FY 2009 reflect Fiscal Guidance.

	FY 2006	FY 2007	FY 2008	FY 2009
Previous President's Budget				
Current BES/President's Budget	0	0	1.800	0.400
Total Adjustments				
Congressional program reductions				
Congressional rescissions				
Congressional increases				

C. Other Program Funding Summary: not applicable

D. Acquisition Strategy: Existing contract vehicles in place/GSA for COTS

E. Performance Metrics:

FY 2008

At least 3 interfaces with joint/national law enforcement/biometric databases

At least 2 interfaces with Service specific databases

Complete Proof of Concept for Visitor Vetting

FY 2009

Field a handheld with biometric contact/contactless technology to support the First Responder Project

Publish CONOPS for Continuity of Operations (COOP)

R-1 Line Item No. 117

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Exhibit R-2a, RDT&E Project Justification

Date: February 2007

Appropriation/Budget Activity RDT&E, Defense-wide BA 5				Project Name and Number – Defense Human Resources Activity, Project 1				
Cost (\$ in millions)	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
Project 4: Defense Enrollment Eligibility Reporting System	0	0	1.800	0.400	0.400	0.400	0.400	0.400
RDT&E Articles Quantity – N/A								

A. Mission Description and Budget Item Justification: HSPD-12 requires rapid electronic authentication for all DoD Government employees, uniformed individuals and contractors. The Defense Enrollment and Eligibility System will provide enterprise capability for the cardholder data repository, common access interface to multiple types of access control hardware, common access software, the ability to control access to multiple facilities through one authoritative data source, and provide the standards and data to/for manpower efficient gates. Implement enterprise access control data for the DoD while providing standards and reducing redundancy. RDT&E funding will be expended to develop the secure interfaces necessary to work with the FBI and first responders for enterprise authentication. Many systems support different aspects of electronic authentication across the Department of Defense. RDT&E will allow for the pursuit of a potential solution that will interface disparate applications/systems. This will increase Government efficiency by rapidly verifying *electronically* the identity of an individual and can be used by many applications, reduce identity fraud, protect privacy by limiting information stored, and increase privacy processes to maintain access controls, thereby facilitating identification of first responders.

B. Accomplishments/Planned Program:

	FY 2006	FY 2007	FY 2008	FY 2009
Accomplishment/ Effort/Subtotal Cost	0	0	1.800	0.400
RDT&E Articles Quantity – N/A				

[Specific accomplishments for 08/09]

DEERS/HSPD-12

- Direct interfaces with joint law enforcement biometric databases, such as NCIC, watchlists, Red Force databases, (ABIS), to include interfaces to receive BOLOs from local or national sources
- Proof of Concept for a wholly new application of data mining for forensics to increase data sharing
- Capability to pre-register at a disaster site with a handheld device and allowing integration into secure wireless network infrastructure, using a virtual perimeter, as well as registering 'out' upon leaving a disaster area for accountability purposes
- Work toward interfacing credentials from various agencies
- Work toward interfacing disparate systems/applications across the DoD
- Create an unknown visitor vetting capability
- Integrate with service-specific law enforcement databases, e.g. Navy Criminal Investigative Service (NCIS), Security Forces Management Information System (SFMIS), Consolidated Law Enforcement Operations Center (CLEOC)
- Leverage DBIDS infrastructure, (handheld) in the first responder project
- Research a feasibility study of integrating identity management technologies with DHS, State, and others for programs such as e-Passport, Real-ID, Western Hemisphere travel card, and Transportation Security Administration (TSA)'s trusted traveler program
- Establish benchmarks for technology base support for Continuity of Operations (COOP)

Continue research and development of:

- Meet the mandatory requirements of the Presidential Directive
- Integrate with FBI and Defense biometric identification systems to provide real time authentication against criminal and terrorist watch lists
- Track changes in personnel status and aid in criminal investigations
- Verify visitor identity/authorization
- Meet the mandatory requirements of the Presidential Directive
- Integrate with FBI and Defense biometric identification systems to provide real time authentication against criminal and terrorist watch lists

Exhibit R-2a, RDT&E Project Justification

Date: February 2007

Appropriation/Budget Activity
RDT&E, Defense-wide BA 5

Project Name and Number –
Defense Human Resources Activity, Project 1

B. Accomplishments/Planned Program Continued:

DEERS/HSPD-12

Continue research and development of:

- Track changes in personnel status and aid in criminal investigations
- Verify visitor identity/authorization
- Provide security personnel notices on persons of interest attempting to access facilities and increased personnel protection and policy compliance
- Provide immediate authentication of emergency essential personnel
- Provide an interface among disparate applications/systems across the DoD

C. Other Program Funding Summary: not applicable

D. Acquisition Strategy: Existing contract vehicles in place/GSA for COTS

E. Major Performers:

FFRDCs: none

			<u>(Amount: \$ in Millions)</u>			
			<u>FY 2006</u>	<u>FY 2007</u>	<u>FY2008</u>	<u>FY2009</u>
<u>Contractors:</u>	<u>Location:</u>	<u>Description</u>	0	0	1.800	0.400
		<u>Of Work:</u>				
		<u>Award Date:</u>				

R-1 Line Item No. 117

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Exhibit R-2, RDT&E Budget Item Justification					Date: February 2007			
Appropriation/Budget Activity RDT&E, Defense-wide BA 6			R-1 Item Nomenclature: R&D in Support of DoD Enlistment, Testing and Evaluation, 0605803SE					
Cost (\$ in millions)	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
Total PE Cost	8.727	9.313	9.326	9.627	9.910	10.124	9.894	9.831
Project 1: Joint Service Training & Readiness System Development	3.839	4.076	4.102	4.235	4.358	4.453	4.353	4.325
Project 2: Defense Training Resource Analysis	3.054	3.276	3.266	3.371	3.471	3.545	3.462	3.440
Project 3: DoD Enlistment Processing & Testing	1.834	1.961	1.958	2.021	2.081	2.126	2.079	2.066

A. Mission Description and Budget Item Justification: The Department of Defense Human Resources Activity (DHRA) is a DoD-wide Field Activity chartered to support the Under Secretary of Defense for Personnel and Readiness (USD (P&R)). This PE includes application of R&D to expedite prototype development and mission support efforts to sustain and/or modernize operations required for general RDT&E.

Project 1: Joint Service Training & Readiness System Development. The Joint Service programs were established by the Secretary of Defense to improve the training and readiness of the Active and Reserve Components. This project expedites the prototype development of new training and readiness technologies and Joint Service Training and Readiness systems, which improve training and readiness effectiveness and enhance military forces' performance. It also facilitates the sharing of training and readiness information, while allowing for the transfer of emerging and innovative technologies among the Services and the private sector. Efforts have included: development of mission essential tasks; design, development, and implementation of performance metrics, data, and methodologies for the Joint Assessment and Enabling Capability to guide Training Transformation and support the Department's balanced scorecard and Defense Readiness Reporting System; identified and defined joint urban training requirements identified methods to conduct effective joint training and determined best means to develop simulations, military construction, and other urban training facilities that meet Service, joint, and fiscal demands and requirements; developed joint training regimen requirements and investments ranging from the joint strategic level down to the joint tactical level for joint asymmetric warfare; and developed a joint stability and support operations training roadmap and investment plan for operations other than war including peace enforcement, peacekeeping, and humanitarian assistance.

Project 2: The Defense Training Resources Analysis. This project supports DHRA and DoD training managers (OSD, Joint Staff, Unified Commands, and the Services) in promoting more efficient and effective use of training resources, increasing the effectiveness of military training, and enhancing the readiness and performance of the military forces. Projects analyze the contributions to readiness of various training techniques and programs and use the results to expedite new training concepts and procedures that increase unit effectiveness or decrease costs. Emphasis is placed on developing analytical tools and systematic methodologies to improve training resource allocations.

Project 3: DoD Enlistment Processing and Testing. The project administers testing programs, which enable the Armed Services to select highly qualified military recruits. The DoD uses a single test, the Armed Services Vocational Aptitude Battery (ASVAB), to determine eligibility of military applicants and to report recruit quality data to Congress. High quality recruits are obtained from administering the ASVAB annually to approximately 600,000 applicants for Military Service as part of the DoD Enlistment Testing program, and to 1 million students in the DoD Student Testing program. Each Service also uses ASVAB test forms developed in this program as part of their in-service testing programs. New ASVAB test forms and related support materials are implemented approximately every four years. This allows DoD to make measurement improvements as well as decrease the likelihood of test compromise. Ongoing RDT&E efforts include development and evaluation of procedures which (1) reduce or eliminate threats to the validity of the ASVAB test scores generated; (2) improve the efficiency of the test development, calibration, and validation process; and (3) improve selection and classification decisions made by each Service through more effective use of test score information.

Exhibit R-2, RDT&E Budget Item Justification

Date: February 2007

Appropriation/Budget Activity
RDT&E, Defense-wide BA 6

R-1 Item Nomenclature: R&D in Support of DoD
Enlistment, Testing and Evaluation, 0605803SE

In addition, periodic assessments are required to provide DoD manpower planners and Congress with information on aptitude trends in the population from which recruits are drawn.

Project 4: Federal Voting Assistance Program (FVAP): FY 2004 FVAP RDT&E funding was executed by WHS, and the project has subsequently been cancelled. FY 2005 DHRA RDT&E funding for FVAP has been realigned through a Below Threshold Reprogramming action to other high priority DHRA programs: both within BA 06 to Project 3 Testing, and to BA 05 DIMHRS.

B. Program Change Summary:

	<u>FY 2006</u>	<u>FY 2007</u>	<u>FY 2008</u>	<u>FY 2009</u>
Previous President's Budget	8.853	9.214	9.532	9.791
Current BER/President's Budget	8.727	9.313	9.326	9.627
Total Adjustments	-0.126	+0.099	-0.206	-0.164
Congressional Adjustment	-0.000	0	0	0
Program Adjustment	-0.126	+0.099	-0.206	-0.164

Change Summary Explanation: FY 2005 reflects a Congressional reduction. The DHRA pro-rata share of Defense-Wide (DW) FY 2005 Appropriations Act adjustments transfers -\$0.006 million to the Department of Energy.

C. Other Program Funding Summary: not applicable

D. Acquisition Strategy: not required

E. Performance Metrics: Each project contained within this program contains specific metrics to determine progress towards completion. Metrics for all include completed and documented analysis provided by the performer. The completion date for that analysis varies with each project. In addition, to that analysis, each effort contains a roadmap addressing the best use of the findings throughout the department. If the results of the analysis show benefit to the Department, those findings are included in policy, doctrine, tactics and procedures.

Exhibit R-2a, RDT&E Project Justification

Date: February 2007

Appropriation/Budget Activity RDT&E, Defense-wide BA 6				Project Name and Number – Defense Human Resources Activity, Project 1				
Cost (\$ in millions)	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
Project 1: Joint Service Training & Readiness System Development	3.839	4.076	4.102	4.235	4.358	4.453	4.353	4.325
RDT&E Articles Quantity - N/A								

A. Mission Description and Budget Item Justification: The Joint Service programs were established by the Secretary of Defense to improve the training and readiness of the Active and Reserve Components. This project expedites the prototype development of new training and readiness technologies and Joint Service training and readiness systems, which improve the training and readiness effectiveness and enhance the performance of the military forces. It also facilitates the sharing of training and readiness information, while allowing for the transfer of emerging and innovative technologies among the Services and private sector. Efforts have included: development of mission essential tasks; design, development, and implementation of performance metrics, data, and methodologies for the Joint Assessment and Enabling Capability to guide Training Transformation and support the Department’s balanced scorecard and Defense Readiness Reporting System; identified and defined joint urban training requirements, identified methods to conduct effective joint training, and determined best means to develop simulations, military construction, and other urban training facilities that meet Service, joint, and fiscal demands and requirements; developed joint training regimen requirements and investments ranging from the joint strategic level down to the joint tactical level for joint asymmetric warfare; and developed a joint stability and support operations training roadmap and investment plan for operations other than war including peace enforcement, peacekeeping, and humanitarian assistance.

	<u>FY 2006</u>	<u>FY 2007</u>	<u>FY 2008</u>	<u>FY 2009</u>
Accomplishment/ Effort/Subtotal Cost	3.839	4.076	4.102	4.235
RDT&E Articles Quantity – N/A				

B. Accomplishments/Planned Program

- Develop training and readiness transformation strategies to implement wide-ranging change in training processes and infrastructure
- Continue development of mission essential tasks
- Advance the live, virtual, and constructive simulation training baseline to include developmental systems and visionary views to compose trends and assess macro-functionality in the context of Joint Vision 2020 (JV2020)
- Examine and assess future learning technology requirements for Joint Vision 2020 to develop policies and resources capitalizing on the next-leap in technology (embedded intelligence, linked/seamless exchange of learning experiences to include immersive and virtual)
- Continue to assess and refine the DoD training strategy for the Services, combatant commands and Defense Agencies
- Developed methodology for force capability and like kind substitutions and trade-offs
- Revised and expanded the existing suite of Joint Training System (JTS) tools and metrics to enhance the capability of joint training and readiness assessments with the long-range goal of embedding automated performance assessment capabilities in operational software and data systems linked to Defense Readiness Reporting System (DRRS)
- Develop a synchronized and unified process model depicting the desired enhanced JTS capabilities
- Developed a process model to assist in the integration of the Adaptive Planning process into JTS
- Continue to provide support to the Joint Knowledge Development and Distribution Capability for ADL prototype development based on requirements from the Joint Staff and Combatant Commanders that support joint, interagency and coalition training communities
- Continue to support prototype development, assessment and application of DoD’s Knowledge Management Systems and Ports
- Continue to use the current JTS as a baseline, conduct analyses of current and emerging operational requirements of Combatant Commanders, Training Transformation Joint Management Offices, and other stakeholders to identify major system improvement opportunities

Exhibit R-2a, RDT&E Project Justification

Date: February 2007

Appropriation/Budget Activity
RDT&E, Defense-wide BA 6

Project Name and Number –
Defense Human Resources Activity, Project 1

- Developed a synchronized and unified process model depicting the desired enhanced JTS capabilities
- Examine military training models and methodologies used by foreign nations to prepare their militaries for operations, focusing on the collective or unit training models and methodologies and use lessons learned to support training
- Develop an adaptability training strategy for the DoD
- Investigate, quantify, and assess the value of system training to Defense acquisition programs in terms of cost and performance effectiveness
- Evaluate and compare alternatives for the acquisition of materials associated with Joint Rapid Database Development and Distribution Capability (JRD3C) and make recommendation to the Milestone Decision Authority based on the evaluation. The JRD3C will provide a web-based architecture for assembling and correlating modeling and simulation scenarios, which will reduce the overall time needed to plan mission rehearsals

C. Other Program Funding Summary: not applicable

D. Acquisition Strategy: not required

E. Major Performers:

<u>Contractors:</u>	<u>Location:</u>	<u>Description Of Work:</u>	<u>Estimated Award Date:</u>	<u>(Amount: \$ in Millions)</u>			
				<u>FY 2006</u>	<u>FY 2007</u>	<u>FY 2008</u>	<u>FY 2009</u>
Camber Corp	Huntsville, AL	Joint Stability Support Operations	2Q2008	.500	.300	0	0
Institute Defense Analysis	Alexandria, VA	Train Transform Joint Assessment & Enabling Capability Support	2Q2008	.750	.750	.700	0
RAND Corp.	Arlington, VA	Foreign National Military Training Models	2Q2008	0	.400	0	0
MITRE Corp	McLean, VA	Technical Network	2Q2008	.420	.500	.500	0

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Exhibit R-2a, RDT&E Project Justification					Date: February 2007													
Appropriation/Budget Activity RDT&E, Defense-wide BA 6				Project Name and Number – Defense Human Resources Activity, Project 2														
Cost (\$ in millions)	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013										
Project 2: Defense Training Resource Analysis	3.054	3.276	3.266	3.371	3.471	3.545	3.462	3.440										
RDT&E Articles Quantity - N/A																		
<p>A. Mission Description and Budget Item Justification: This project supports DHRA and DoD training managers (OSD, Joint Staff, Unified Commands, and the Services) in promoting more efficient and effective use of training resources, increasing the effectiveness of military training, and enhancing the readiness and performance of the military forces. Projects analyze the contributions to readiness of various training techniques and programs and use the results to expedite new training concepts and procedures that increase unit effectiveness or decrease costs. Emphasis is placed on developing analytical tools and systematic methodologies to improve training resource allocations.</p> <p>B. Accomplishments/Planned Program:</p> <table border="0" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 40%;"></th> <th style="text-align: center;"><u>FY 2006</u></th> <th style="text-align: center;"><u>FY 2007</u></th> <th style="text-align: center;"><u>FY 2008</u></th> <th style="text-align: center;"><u>FY 2009</u></th> </tr> </thead> <tbody> <tr> <td>Accomplishment/ Effort/Subtotal Cost</td> <td style="text-align: center;">3.054</td> <td style="text-align: center;">3.276</td> <td style="text-align: center;">3.266</td> <td style="text-align: center;">3.371</td> </tr> </tbody> </table> <p>RDT&E Articles Quantity – N/A</p>										<u>FY 2006</u>	<u>FY 2007</u>	<u>FY 2008</u>	<u>FY 2009</u>	Accomplishment/ Effort/Subtotal Cost	3.054	3.276	3.266	3.371
	<u>FY 2006</u>	<u>FY 2007</u>	<u>FY 2008</u>	<u>FY 2009</u>														
Accomplishment/ Effort/Subtotal Cost	3.054	3.276	3.266	3.371														

- Provide analytical support to address sustainability of training ranges strategy to protect range capability to support needed testing and training
- Develop comprehensive strategy to address near-term range encroachments that threaten DoD's ability to test and train as required
- Develop recommendations on ways Joint Simulation and Modeling System (JSIMS) and supporting tools can be integrated into the Joint Experimentation process
- Continue integration of next-generation training simulation tools into joint and interoperability training
- Continue development of Phase IV, JTIMS prototype readiness and training assessment tools
- Assess the costs and benefits of establishing standing Joint Task Forces (JTFs) in the combatant commands
- Inventory encroachment problems facing training ranges across the Department; assess the contribution of the Service efforts and existing Department efforts to deal with encroachment; and assist in developing an Office of the Secretary of Defense (OSD) agenda to deal with the problems across the Military Departments
- Develop and refine a future Department of Defense (DoD) training strategy and roadmap congruent with JV2020 and the Combined Joint Chiefs of Staff's Joint Training System

Exhibit R-2a, RDT&E Project Justification		Date: February 2007
Appropriation/Budget Activity RDT&E, Defense-wide BA 6	Project Name and Number – Defense Human Resources Activity, Project 2	
<p>B. Accomplishments/Planned Program Continued:</p> <ul style="list-style-type: none"> • Develop an information management approach that captures and maintains Service-identified training range requirements, and evaluates the adequacy of existing training resources to meet these requirements • Develop an information management baseline to support the DoD sustainable ranges initiative agenda, and to oversee and manage encroachment issues across OSD, the military departments, and stakeholders outside of DoD • Analyze and recommend improved approaches for compatible land use and buffer zone creation to increase range sustainability • Develop strategy to sustain ranges including legislative/regulatory, outreach, policy, organization, and programming as part of an overall response to address the most critical encroachment issues • Conduct encroachment assessment and planning to sustain overseas ranges in concert with comprehensive planning being done for Continental United States (CONUS) ranges • Continue development Sustainable Ranges Working IPT (WIPT)-approved analysis approach and initiated OSD study of range information system capabilities to develop a current capabilities baseline, identify best practices, analyze gaps, and recommend common solutions • Continue development of an overseas range inventory baseline, WIPT overseas action plan, and supporting overseas region/theater case studies • Define and reach consensus on FY 2005 OSD-Service-sponsored DoD range buffer zone projects • Continue development and coordination of DoD sustainable range and operational range clearances, and outreach policy • Continue development of Sustainable Range funding tracking mechanism and supported WIPT late-summer review of Service budgets • Investigate various methodologies to improve DoD involuntary access to Reserve Component units and/or individual members for the purpose of individual or collective skill training required to meet deployment standards and timelines • Examine and use various options for compensating Reserve component personnel who complete electronic distribution learning courses and develop suggested methods for standardizing the level of compensation awarded for various training and educational curricula • Continue development of various methodologies for assessing the true economic impact of mobilization on Reserve component members and their families • Conduct research and analyses on key Joint and Service training, safety, and readiness programs, reports, plans and activities; and make recommendations directly to the directorate • Develop and maintain readiness and mishap metrics for senior level forums • Analyze methods to relieve stress on the force • Rethink DoD personnel management and determine methods to provide a smaller more flexible force • Develop useful aggregations of readiness measures • Review utility and quality of DRRS Data bases • Via Defense Safety Oversight Council, develop initiatives to reduce preventable mishaps by 75% • Develop, field, maintain and fund DRRS and scenario assessment tools. • Develop safety tracking and management of injuries, fatalities and accidents • Continue to improve the Department of Defense Readiness Reporting System <p>C. Other Program Funding Summary: not applicable D. Acquisition Strategy: not required E. Major Performers: n/a</p>		

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Exhibit R-2a, RDT&E Project Justification

Date: February 2007

Appropriation/Budget Activity RDT&E, Defense-wide BA 6				Project Name and Number – Defense Human Resources Activity, Project 3				
Cost (\$ in millions)	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
Project 3: DoD Enlistment Processing & Testing	1.834	1.961	1.958	2.021	2.081	2.126	2.079	2.066
RDT&E Articles Quantity – N/A								

A. Mission Description and Budget Item Justification: The primary mission of DoD Enlistment Processing and Testing is to test and implement more accurate methods of assessing aptitudes required for military enlistment, success in training, and performance on the job. Also, it includes implementing methods that are useful in the identification of persons with the high aptitudes required by today's smaller and technically more demanding military.

B. Accomplishments/Planned Program:

	FY 2006	FY 2007	FY 2008	FY 2009
Accomplishment/ Effort/Subtotal Cost	1.834	1.961	1.958	2.021
RDT&E Articles Quantity – N/A				

DoD Enlistment Testing Program (ETP)

- Test new Windows version of CAT-ASVAB and determine operational readiness of the new software
- Start coordination process necessary for implementation of new score scale (Norms) for the ETP
- Implement procedures for the detection of test compromise
- Resolve remaining technical issues associated with new tests developed from on-line item calibration procedures
- Begin examination of new tests of spatial reasoning given Service approval and beginning of validity work
- Continue research line use of multidimensional CAT scoring procedures
- Complete study designed to examine feasibility for implementation of new computer system for CAT in Selected Military Entrance Test (MET) and all Military Entrance Processing Stations (MEPS)
- Complete development of the prototype of the Internet Version of CAT-ASVAB
- Begin study design of the effectiveness of the new verification testing system used with CAT-ASVAB

DoD Student Testing Program (STP)

- Develop prototype of an Internet CAT-ASVAB system
- Develop a new Career Exploration Program (CEP) Web Site
- Implement new materials and publish new technical manual
- Begin trials of on-line internet testing in the nation's high schools
- Implement new evaluation of the Student Testing Program
- Implement occupational linkages to O*NET
- Finalize development of new normative information and score scale for the interest-finder and aptitude norms for the ASVAB
- Implement a fully functional CEP web site
- Implement occupational linkages to O*NET to CEP web site
- Continue research line into use of multidimensional CAT scoring procedures

C. Other Program Funding Summary: not applicable

D. Acquisition Strategy: not required

Exhibit R-2a, RDT&E Project Justification

Date: February 2007

Appropriation/Budget Activity
RDT&E, Defense-wide BA 6

Project Name and Number –
Defense Human Resources Activity, Project 3

E. Major Performers:

FFRDCs: none

(Amount: \$ in Millions)

<u>Contractors:</u>	<u>Location:</u>	<u>Description Of Work:</u>	<u>Estimated Award Date:</u>	<u>FY 2006</u>	<u>FY 2007</u>	<u>FY2008</u>
				1.159	1.159	1.159

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